



# DIVERSITY CHARTER CYPRUS

By the Center for Social Innovation

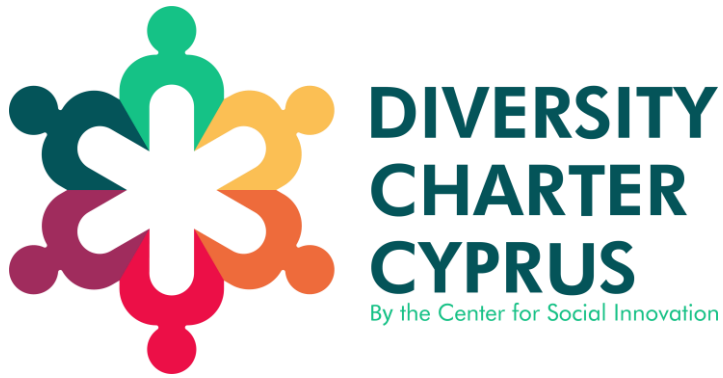


Navigating Workplace  
Challenges through  
Diversity & Inclusion

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**Cyprus Future of Work  
Conference**

25 October 2022



The **Diversity Charter Cyprus** is an initiative that aims to encourage organisations and companies to promote and implement diversity and inclusion policies in the workplace.

It is a **voluntary commitment** that can be signed by any legal entity from both the public and private sector – irrespective of size or industry.

### What we stand for:

- \* Human resources are a company's most valuable asset
- \* Fair treatment based on respect and dignity
- \* Equal opportunities for all employees
- \* Safe and inclusive work environments
- \* Elimination of discrimination and workplace harassment

- **Officially launched** in January 2020
- First honorary signatory: **Cyprus Telecomm. Authority (CYTA)**
- Part of the **European Diversity Charters Platform** since 2020
- Managed by the **Center for Social Innovation**



The **European Diversity Charters Platform** was created in 2010, with funding of the European Commission. The aim was the exchange of experiences and good practices (through meetings, expert seminars, publications, annual high-level forums) between the members.



*Research & Development organisation that currently runs more than 140 European social-content programmes, and employs 40+ staff and external partners.*

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**NAUTILOS**  
SEARCH  
RESOLVE

Recent developments and changes are a **challenge**, but also an **opportunity** to:

- ✧ redefine priorities
- ✧ reconsider practices



# Understanding Diversity & Inclusion in the workplace

## DIVERSITY



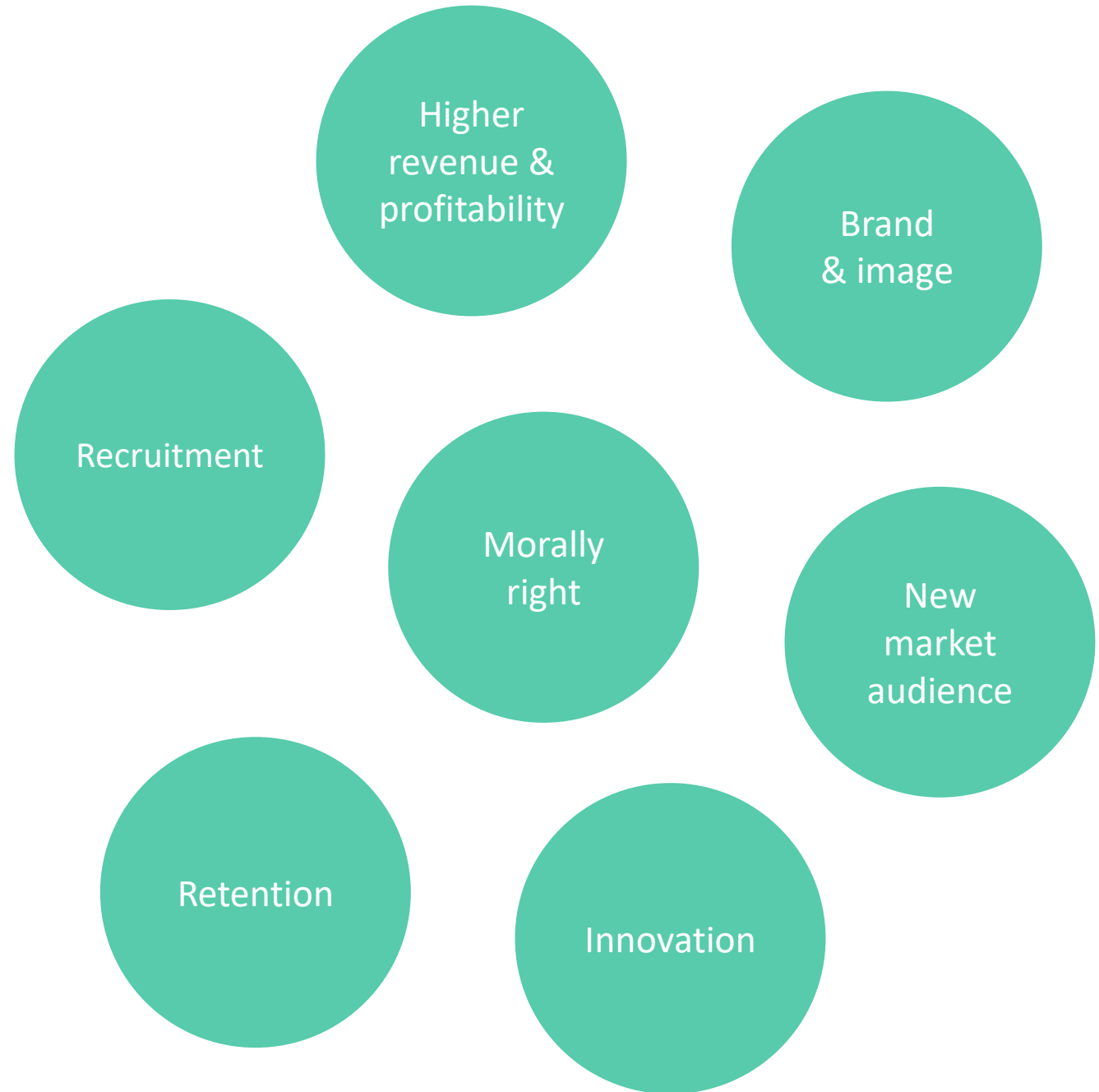
## INCLUSION



**Diversity** is being invited to the party

**Inclusion** is being asked to dance

# Why diversity and inclusion?



Recruitment

Higher revenue & profitability

Brand & image

New market audience

Morally right

Retention

Innovation

# DIVERSITY HIRING

Diversity starts with the recruitment process

- Job advertising
- Shortlisting of applications
- Interview process
- Selecting a candidate





# UNCONSCIOUS BIAS

Assumptions that we make based on what *we think we know* and can **involuntarily** affect the way we think, act and interact.

These biases are influenced by our backgrounds, cultural environments and personal experiences and they impact our ability to support, trust and respect one another.

We are hardwired to evaluate social situations quickly and make instant decisions based on limited information.





- First impression bias
- Confirmation bias
- Affinity bias
- Non-verbal bias
- Stereotyping / generalisation
- Intuition / gut feeling
- Name bias
- Halo / horn effect bias
- Conformity bias
- Accent bias
- Recency bias / contrast bias
- Sex & gender bias
- Physical attractiveness bias
- Age bias

# Diversifying the hiring process




- \* Choose the words in job listings carefully
  - \* Anonymise candidate data
  - \* Audit your internal interview process
  - \* Use skill assessment (work sample tests)
  - \* Carry out standardise interviews
- 
- \* Go for culture “adds”, not only culture “fits”
  - \* No diversity hiring for the sake of diversity hiring.

# DE&I is not (just) HR's job

## LEADERSHIP

## CULTURE



Keep educating yourself and your people  
Align DE&I with company values by putting it into writing  
Define diversity goals & targets



Diversity is a fact, equality isn't. Inclusion is a conscious choice.

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# THANK YOU!

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